



Family Services  
Cabinet Council

# Family Services Cabinet Council

## Community Conversation

*Making Delaware a  
Trauma-Informed State*

2019

# Agenda

## **Overview of the Family Services Cabinet Council**

*Governor Carney*

## **2019 Compassionate Champion Winner - Public Safety**

*Officer Joey Melvin, Georgetown Police Department*

## **2019-20 Agency Plan and Progress Reports**

*Secretary Manning (DSCYF)*

*Secretary Cade (DOL)*

*Director Ben Addi (DSHA)*

## **Q&A and Public Feedback**



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# Why did we re-create the Family Services Cabinet Council?



as the guardians of Georgetown.  
But with that, we take it very seriously.

**DETECTIVE JOEY MELVIN**

School Resource Officer, Georgetown Police Department



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# **2019 Compassionate Champion: Georgetown Police Department**

***Detective Joey Melvin***



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# Department of Services for Children, Youth and Their Families

*Secretary Josette Manning*



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# Delaware Department of Services for Children, Youth and Their Families





# Delaware Department of Services for Children, Youth and Their Families

## Transforming to a Trauma-Informed Agency

- **Youth:** Trauma Screenings for Youth in Our Care
- **Training:** 110 Supervisors Trained in Trauma-Informed Care in 2018 - 129 in 2019, 411 front-line staff trained
- **Frontline Staff:** Annual Self-Care Month/Increased Focus on Staff Wellness and addressing staff trauma
- **New Staff** interview practices and performance plans
- **Providers:** Surveys, Training & Contract Language





Delaware Department of Services for  
Children, Youth and Their Families

| What's next for our  
department?

# Department of Labor

*Secretary Cerron Cade*



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# Objectives for 2019

- Adopt a trauma-informed vision, mission and value statement.
- Create a trauma-informed care steering committee to set vision and direction for our agency.



# Objectives for 2020

1. Provide **in-class training for 100% of agency staff** on the ACES study and Trauma Informed Care.
2. Integrate Trauma Informed Care **into the DOL onboarding processes** for all new staff through classroom and online training.
3. Basic **information on trauma is available** and visible to both families and staff, through flyers, handouts, web sites and other external facing documents.



# Objectives for 2020

4. Create a **department wide trauma-informed resource** list and professional learning opportunities.
5. **Language is introduced throughout the organization** that supports safety, choice, collaboration, trustworthiness and empowerment.
6. **Integrate trauma informed principles into staff behaviors** and practices, including but not limited to, staff performance evaluations, addressing staff trauma, supportive supervision models, and operational or personnel policies.



# Objectives for 2020

7. **Trauma Informed Interior Design Renovations** - Creating environments that promote safety, calming, and de-escalation in our Lobby, Hearing, Conference Rooms and most frequented public and employee spaces.

- **Realizing**
- **Recognizing**
- **Responding**

# Delaware State Housing Authority

*Director Anas Ben Addi*



# DSHA Core Services

- Homeownership
- Rental Housing
- Community Development







# DSHA Work to Date

- Agency leadership engaged in trauma awareness training
- Planning session with agency leadership and key staff
- Established trauma-informed strategic plan
- Train 100% of agency staff on basic trauma awareness



# DSHA Future Objectives

- Establish a trauma-informed care steering committee
- Expand trauma-informed strategic plan
- Establish ongoing training in trauma awareness training for all staff and in-depth training for front-line/direct service staff

# Q&A

Give us your feedback and help  
Delaware improve our services.

Visit **[www.de.gov/fsc](http://www.de.gov/fsc)**  
for more information and to submit ideas.



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# THANK YOU

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